

AFFIRMATIVE ACTION PROGRAM  
EQUAL EMPLOYMENT OPPORTUNITY  
CONSTRUCTION AT NEWARK AIRPORT  
UNDER PORT AUTHORITY CONTRACT NA-520.050  
PAVING AND UTILITIES FOR  
RUNWAY 4R-22L

I. PREAMBLE

The failure, historically, to employ, and the exclusion of, minorities on construction projects has resulted in the necessity for the development of an affirmative action program aimed at insuring that equal employment opportunities are afforded to all, regardless of sex, race, color, creed, religion, age, ancestry, liability for military service or national origin. The Contractor, therefore, is required to exert a positive "good faith effort" in order to satisfy the requirements of this contract to insure such equal employment opportunity.

II. FINDINGS

There have been unique problems in implementing the resolution adopted by the Board of Commissioners of The Port of New York Authority, (herein called the "Authority") dated July 10, 1969 (Enclosure 1) to effectuate the policies of the States of New Jersey and New York respecting affirmative action and equal employment opportunities in the construction industry. The policy of the State of New Jersey is reflected in State Executive Order 21 (Enclosure 2). In addition, there have been similar problems in effectuating the policy of the United States under Executive Order 11246 (See Chapter VII entitled "Federal Aviation Administration Requirements"). Contractors and subcontractors must hire a new employee complement for each construction job, and, [out of necessity or convenience, they rely on the construction craft unions as the prime or sole source for their labor]. Collective bargaining agreements and/or established custom, between construction contractors and subcontractors and unions, frequently provide for, or result in, exclusive hiring halls; even where the collective bargaining agreement contains no

such hiring hall provisions or the custom is not rigid, as a practical matter, most people working in the construction industry are referred to contractors by the unions. Because of these hiring arrangements, referral by a union is a virtual necessity for obtaining employment on union construction projects, which constitute the bulk of public and commercial construction. Because of the exclusionary practices of some labor organizations in the Newark, New Jersey area, there traditionally has been only a small number of minorities employed in the construction trades. These exclusionary practices include:

- (1) Failure to admit minorities into membership.
- (2) Failure of the unions to refer minorities for employment, which has resulted in large measure from granting priority in referral to union members and to persons who have had work experience under union contracts.
- (3) Failure to admit minority group members to apprenticeship programs.

The Newark city population is estimated at 400,000 persons, of which over 60% are Negroes, and 10% Spanish surnamed Americans.

The overall unemployment rate in Newark totals 9.1% while the Negro unemployment rate is 11.5 and the Spanish surnamed American unemployment rate approaches 13%.

Labor force participation rates further illustrate the availability of minorities for employment in Newark. 84.9% of all Negro males in Newark are included within the labor force as are 82.9% of all Spanish surnamed male Americans.

As to the number of minority persons available for construction work, the total minority unemployment in the Newark area is approximately 14,100 while approximately 29,000 minority persons are presently underemployed. Over 1,300 minority persons have already indicated a desire to work in construction and it is estimated that substantially more would take advantage of the opportunity if it were freely granted.

It has also been estimated that approximately 11,400 construction jobs requiring new manpower will be available by 1975 for an annual average of 1,900 new jobs, thus establishing that substantial numbers of minority persons may be brought into the construction industry without displacing existing workers.

Thus, members of minority groups constitute a clear majority of the population in Newark, and there are substantial numbers of minorities available as construction workers. However, minorities are seriously underutilized on construction projects performed in Newark and hardly represented as members in certain trade unions which by contract or custom control the referral of persons for employment in the construction trades in Newark.

Minorities have been excluded as members of construction trade unions and from apprenticeship programs in the Newark area. For example, according to 1970 statistics, of the major construction trade unions, two had no minority journeymen members, two more unions representing four trades had less than 1% minority journeymen membership, and two more unions had less than 2% minority journeymen membership.

There has also been exclusion of minorities from apprenticeship programs. Thus, for example, in 1970, three apprenticeship programs reported that they included no minority apprentices, two more covering employees in 5 trades included less than 3% minorities apprentices, one more included about 3% minorities and another about 5%.

Several unions and apprenticeship programs refused to submit membership and apprenticeship statistics for the Newark area; however, state and national statistics indicate the same pattern of exclusion for these unions and apprenticeship programs.

Newark Airport lies in the counties of Essex and Union in the State of New Jersey and a major portion thereof is located on land owned by the City of Newark and leased to the Authority. Notwithstanding the substantial number of minorities available as construction

workers and the strenuous effort of the Authority to require its contractors to include members of minority groups in the work force on construction at Newark Airport, and pledges on the part of various contractors, there has been no evidence of substantial improvement in the employment of minority workers at Newark Airport. This is demonstrated by the statistics compiled by the Authority at Newark Airport during the period December 1, 1969 through August 31, 1971. (Enclosure 3)

On the basis of these findings, it is determined that in the Newark area significant numbers of qualified minority group craftsmen are available for employment in the construction trades, and that a significant number of persons would be willing and available to accept training in the construction crafts immediately, if assured that jobs were available upon the completion of such training.

It is concluded, therefore that the affirmative action program set forth herein is necessary to insure equal employment opportunity in the construction at Newark Airport.

### III. GENERAL EMPLOYMENT POLICIES

Construction projects at Newark Airport are being constructed with the funds and other assistance of the Authority and in some instances of the United States and, therefore, the employment practices of contractors and subcontractors on such construction projects (other than construction pursuant to contracts to which the Authority is not a party) must meet the policy reflected in State Executive Order 21 (Enclosure 2), the policy reflected in the President's Executive Order 11246 (See Chapter VII entitled "Federal Aviation Administration Requirements") and the resolution adopted by the Board of Commissioners of the Authority at its meeting on July 10, 1969 (Enclosure 1) respecting equal employment opportunity to effectuate said policies and the policy of the State of New York.

In order to meet these requirements, certain contracts for construction at Newark Airport will include an affirmative action program pursuant to which the contractors

will be required to meet certain specific conditions and provisions. The conditions and provisions which the Contractor under this Contract NA-520.050 and its subcontractors with contracts exceeding \$10,000 shall comply with are set forth herein.

To assist the Authority in its supervision of construction subject to such conditions and provisions, and in order to better assure that the requirements included herein are met and the Authority has the benefit of the advice of interested groups, representatives of the Authority, the community and contractors have formed a Review Council pursuant to an Agreement dated August 30, 1971 and an Amendment thereto dated September 21, 1971 and have invited representatives of the Essex County Building Trades Council, the Union County Building Trades Council and various tenants of the Authority at Newark Airport to join such Review Council.

#### IV. DEFINITIONS

For the purpose of the contract, unless the context indicates a different meaning:

(1) "Minority" means Black, Puerto Rican or Spanish surnamed Americans.

(2) "Review Council" is that body composed of community representatives and contractor and Authority representatives, established under the aforementioned agreement dated August 30, 1971 and Amendment dated September 21, 1971 regarding construction at Newark Airport under Contracts NA-520.080 and NA-520.050 and formed for the purpose of assisting the Authority in assuring that the requirements included herein are met, (such requirements are sometimes referred to as the Program). The Authority will consult with the Review Council in the evaluation of documents relating to the Program submitted by bidders before the award of this Contract NA-520.050. The Review Council will receive referrals from the Minority Group Journeymen Referral Service, defined below, and/or any comparable organizations engaged in obtaining employment for minority group persons, and shall determine the qualifications and classify persons as journeymen, Advanced Trainees and Basic

Trainees for the purpose of applying the provisions herein. Individuals shall be determined qualified for employment as journeymen, Advanced Trainees and Basic Trainees solely upon the basis of experience, on-the-job evaluation and, where necessary, oral, written or performance examinations, developed or approved by the Review Council. No arbitrary method of evaluation measuring qualifications other than the person's ability to perform work shall be valid.

(3) "Minority Group Journeymen Referral Service" is that organization established pursuant to the April 30, 1968 agreement regarding the construction of the New Jersey College of Medicine and Denistry for the purpose of recruiting, evaluating, and referring minority group construction workers in connection with such construction. Said organization has agreed to perform a similar function in connection with construction at Newark Airport.

(4) "Advanced Trainee" is a worker who has experience and skills used in construction work but lacks the skills to be qualified as a journeyman and is classified by the Review Council as an Advanced Trainee.

(5) "Basic Trainee" is an applicant for employment who does not possess the qualifications for entrance into an apprenticeship program but demonstrates an interest in pursuing a craft in the construction industry and is classified by the Review Council as a Basic Trainee.

#### V. CONTRACTOR'S RECRUITING AND HIRING OBLIGATIONS

By submitting a bid, the Contractor certifies that he will comply with the requirements of this paragraph V. In addition, the Contractor must submit a statement by each union with which he has or will enter into a collective bargaining agreement covering workers to be employed under a contract for construction at Newark Airport, in accordance with paragraph VI, below. Before the award of any subcontract is approved, the Contractor will be required to submit such statement for each subcontractor respecting collective bargaining agreements

covering workers to be employed on the project, in accordance with the provisions of Paragraph VI. In either case, if no such statement has been obtained, the Contractor will submit documentation of his efforts to obtain such statement, in accordance with the provisions of paragraph VI.

1. The Contractor in hiring for this job, shall make every effort to employ persons residing within either (i) the geographical jurisdiction of the appropriate union or (ii) Union or Essex County, the two counties in which Newark Airport is located, in order to insure that persons employed on the project will be brought into the permanent construction industry labor force in the area.

2. The Contractor shall not discriminate against employees and applicants for employment on the grounds of union membership or on the grounds of sex, race, color, creed, religion, age, ancestry, liability for military service or national origin.

3. Based on the findings made herein, the Contractor shall make every good faith effort to meet the following goals of minority journeyman utilization in the performance of his contract, whether or not the work is subcontracted.

4. The goals of this affirmative action program in the selected trades shall be within the following ranges:

Trade Description	Goals of Minority Journeyman Utilization Within these Ranges
Bricklayers	30-35 percent
Carpenters	30-36 percent
Cement Finishers	30-35 percent
Electricians	34-37 percent
Elevator Constructors	30-35 percent
Glaziers	29-32 percent
Insulators	30-35 percent
Ironworkers	31-34 percent
Lathers	30-35 percent
Asphalt Workers	30-35 percent

✓ Operating Engineers	30-35 percent
Painters	30-35 percent
Plasterers	30-35 percent
Plumbers/Pipefitters/Steamfitters	31-34 percent
Roofers	33-36 percent
Sheetmetal Workers	30-33 percent
Sprinkler Fitters	30-35 percent

On the attached form (Appendix B), the Contractor shall submit with his bid his goals of minority journeyman utilization in the trades specified above in the performance of the Contract together with a projected manpower utilization program. (Appendix C) These goals shall be applicable whether or not the work is subcontracted but notwithstanding that many trades are listed above, goals need only be submitted for the trades which the Contractor proposes to utilize under this Contract NA-520.050. To be eligible for the acceptance of his Proposal, the goals submitted must be within the ranges specified above; but if the Contractor fails to submit a goal with his bid as to any trade, he shall be deemed to have committed himself to a goal of minority journeyman utilization of the highest percentage within the range for such trade.

5. The above goals are expressed in the terms of man hours to be worked by minority journeymen during the performance of the Contract and must be substantially uniform throughout the duration of the Contract.

6. The Contractor shall make every good faith effort to employ the number of apprentices permissible under the apprentice's and journeyman's employment ratio specified in the applicable collective bargaining agreement, or if there is no applicable agreement, the established ratio in the trade, or by industry usage in the area and to reach a goal of 50 percent minority group apprentices on the job in each trade listed in subparagraph 4 of this paragraph V in which apprentices are employed, whether or not the work is subcontracted.

✓ 7. The Contractor shall cooperate with the Review Council in providing on-site training and job opportunities for persons employed under Contract NA-520.050 as Trainees and periodically report on their progress. These



persons will be referred to him by the Review Council under on-the-job training programs approved by the Review Council. The Trainees will consist of a maximum of

Asphalt Workers	2 Basic Trainees
Carpenters	1 Basic Trainee
Ironworkers	1 Basic Trainee
Operating Engineers	4 Basic Trainees
	2 Advanced Trainees

Off-site training is not required for these Trainees. The Contractor shall pay the Trainees an amount to be determined by the Review Council in accordance with the procedures contemplated by the aforementioned Agreement and Amendment creating the Review Council. This amount will be commensurate with the man's skills and experience. The Trainees shall be employed generally during the time periods indicated on the attached Appendix C. In lieu and liquidation of all claims the Contractor might have for additional administrative and supervisory expenses, training expenses, the effect on productivity of employing the Trainees or other claims for separate or additional compensation arising out of the employment of the Trainees, the Authority shall reimburse the Contractor for the "cost of labor" \* of such Trainees plus an amount equal to the net cost in money of the labor, in addition to the Trainees, and materials (labor and materials shall be as defined in the clause of the Form of Contract entitled "Compensation for Extra Work") required for the on-the-job training programs, plus such rental for equipment (other than small tools) required therefor as the Engineer deems reasonable. As used herein "cost of labor" means the wages actually paid to and received by such Trainees and a proper proportion of the wages actually paid to and received by such other labor plus in the case of the Trainees (a) premiums actually paid by the employer for Workmen's Compensation Insurance upon the basis of such wages, (b) vacation allowances and union dues and assessments which the employer actually pays pursuant to law upon the basis of such wages, and plus in the case of such labor in addition to the Trainees a proper proportion of the amounts under (a), (b) and (c). In connection therewith, at the end of each day the Contractor shall submit to the Engineer time slips and

\*NOTE: The Authority will procure and directly pay the premiums on Workmen's Compensation Insurance in accordance with the provisions of the clause of the Form of Contract entitled "Workmen's Compensation and Liability Insurance Procured by Authority". Advanced Trainees, journeymen and other employees of the Employer may be covered for allowances, dues and assessments by contractual obligations between the Employer and the union but are not required by the Authority to be so covered. Accordingly, nothing which is contained in this paragraph shall be construed to change or vary the obligation of the Authority to pay Workmen's Compensation Insurance premiums contained in the aforementioned clause nor to imply that employees are required to be covered by the aforementioned contractual obligations.

memoranda conforming to the requirements of the clause of the Form of Contract entitled "Compensation for Extra Work".

In the event that off-site training facilities in the electrical trade meeting with the approval of the Review Council become available subsequent to receipt of the Contractor's Proposal, or acceptance of such Proposal, the Authority may, in its sole discretion, require the Contractor to cooperate with the Review Council in providing on-site training and job opportunities for a maximum of 3 persons employed under Contract NA-520.050 as Trainees in the electrical trade and periodically report on their progress. After approval of the off-site training facility in the electrical trade, the aforementioned electrical Trainees will be referred to the Contractor by the Review Council under on-the-job training programs approved by the Review Council. The Contractor shall be reimbursed for the cost of labor in connection with such electrical Trainees, if any, in accordance with the provisions of the immediately preceding paragraph.

#### 8. Criteria for Measuring Good Faith

(a) The Contractor shall consider for employment as journeymen and Trainees, persons referred to him by the Minority Group Journeymen Referral Service and/or any comparable organizations engaged in obtaining employment for minority group persons and the New Jersey Employment Service and who have been classified by the Review Council as journeymen and Trainees. If the Contractor does not employ any person so referred, he shall submit a written explanation by close of day to the Compliance Officer whose position is defined in paragraph IX and to the Review Council.

(b) Nothing contained in this Program shall preclude the Contractor from complying with the hiring hall or apprenticeship provisions in any applicable collective bargaining agreement or hiring hall arrangement, and, where required by custom or agreement, he shall send journeymen and Trainees to the union for referral, or to the apprenticeship program for admission, pursuant to such agreement or arrangement. However, where the practices of

a union or apprenticeship program will result in the exclusion of minority persons or the failure to refer minority group person, so that the Contractor will be unable to meet his obligations under this Program, the Contractor shall employ persons referred under this paragraph without regard to such agreement or arrangement. In the event the Contractor does not find the services of the person satisfactory, he need not retain such person in his employ but shall submit a written explanation as to why he deemed such services unsatisfactory by close of the day on which such person is discharged to the Compliance Officer and to the Review Council.

(c) The Contractor will notify the Compliance Officer and the Review Council whenever he has reason to believe that a union with which he has a hiring hall or referral arrangement or an apprenticeship program engages in such referral, membership, admission or other practices as will substantially impede the Contractor in his efforts to meet his affirmative action obligations under this Program.

9. The Contractor (and each subcontractor whose contract exceeds \$10,000) shall develop and submit a Manning Table. This document shall identify his estimated manpower requirements for the duration of the job broken down by trade and month. The manning of the job shall be related to this document which shall be brought up to date as required but not less than once monthly. The Trainees required for each trade have been indicated on the Manning Table by the Authority. All other information required to complete the Manning Table shall be inserted by the Contractor.

10. The Contractor shall submit copies of his collective bargaining agreements covering workers to be employed on the project, and copies of such bargaining agreements of each subcontractor.

11. The Contractor shall designate a principal officer of his firm to be affirmative action officer who shall be responsible for administering the affirmative action program detailed herein. This officer shall meet regularly or as may be required with all Contractor,

union, Authority, tenant, and community officers to insure attainment of the goals set forth herein and the implementation of the training program for the Trainees listed in paragraph 7 above.

#### VI. UNION STATEMENT

When the Contractor has or will enter into a referral agreement or arrangements with a union covering workers to be employed on this project, he shall submit with his bid a statement similar to Appendix A, signed by an authorized union official, in which the union agrees as follows:

1. The union will take such action as may be necessary with respect to the referral and the employment of minority group persons in order to enable the Contractor to meet his obligations under this Program.

2. The union will cooperate with the Review Council in providing on-site training at Newark Airport under Contract NA-520.050.

3. Minority group journeymen employed by the Contractor shall be admitted to union membership within the time limits contained in the applicable collective bargaining agreement, union constitutions and by-laws.

The Contractor shall promptly notify the Compliance Officer and the Review Council of any failure of a union to comply with its statement. If a union has refused to sign the statement described above, the Contractor will document his efforts to obtain such statement, including a description with the reasons given by the union for not signing such statement, and submit such documentation together with his bid. A bid shall be unresponsive if unaccompanied either by an acceptable union statement or by documentation as to why such statement could not be obtained.

In addition, the award of a subcontract will not be approved if such Contractor has not submitted such acceptable union statement or an explanation of the failure to obtain such a statement.

The failure of the union to sign the statement described above does not excuse the Contractor from his obligations to comply with the conditions and provisions of the affirmative action programs set forth herein.

#### VII. SUBCONTRACTS

Each prime Contractor is responsible for the performance of his subcontracts for the implementation of the aforementioned equal employment requirements during the performance of the Contract. Whenever the Contractor subcontracts a portion of the work on this project, the subcontract shall bind the subcontractor to the obligations contained herein to the full extent as if he were the Contractor. Furthermore, the Contractor must include a provision in all Contracts with subcontractors to insure compliance with all other conditions included herein, and with the clause of the Form of Contract entitled, "No Discrimination in Employment" and "Equal Employment Opportunity".

#### VIII. NON-DISCRIMINATION

The commitments of the Contractor hereunder are for the purpose of satisfying his affirmative action obligation under this Contract and are not intended, and shall not be used, to discriminate on the basis of sex, race, color, creed, religion, age, ancestry, liability for military service or national origin against any qualified applicant or employee.

#### IX. COMPLIANCE

In the event of failure by a Contractor to meet his minority manpower commitments hereunder, he shall be given an opportunity to demonstrate that he has made every good faith effort to meet his commitments. In any proceeding in which such good faith is in issue, all of the actions of the Contractor in seeking to comply with these requirements shall be reviewed and evaluated by the Authority. The Review Council shall participate in any such proceedings.

Compliance will be monitored by a full-time Compliance Officer within the Authority, in conjunction with the Review Council. This Officer will report daily to the Engineer.

Damages caused by non-compliance shall be assessed based on actual damages.

The Compliance Officer will use the following procedures in monitoring compliance with the provisions contained herein:

(1) The Compliance Officer will issue a written ALERT NOTICE to a Contractor and appropriate unions whenever, in his opinion, a breach of these conditions appears to be developing.

(2) If the ALERT NOTICE is not removed by a correction of the deficiencies within the time specified in the notice the Compliance Officer shall follow up the ALERT NOTICE by issuing a written VIOLATION NOTICE. Upon issuance of such notice, the Contractor will have seven (7) working days to remove the violation. If the violation has not been removed within that period, the Contractor shall be deemed not to be exercising good faith and to be in breach of Contract. In the event the Contractor does not concur that his conduct constitutes a lack of good faith and a breach of Contract, he shall immediately submit this question to the Authority for a determination. The Review Council shall participate in any such proceeding in accordance with the procedures adopted by the Authority and the Review Council.

(3) Either or both notices may be removed if the Contractor meets his obligations hereunder or if he presents a satisfactory explanation in writing to the Review Council and to the Authority as to why such compliance is impractical, or impossible.

(4) In the event the Director of Aviation should deem the Contractor in breach of his obligations hereunder, the Authority shall have the right to take over and complete the performance of the Work or cancel this Contract or take other appropriate action all as more

fully provided elsewhere herein including in the clause of the Form of Contract entitled, "Rights and Remedies of the Authority." In addition, the Authority may take whatever additional action is deemed appropriate in accordance with Federal and State statutes, orders and regulations.

(5) The failure of the Director of Aviation to act shall not be considered a waiver of his authority.

Nothing contained herein shall relieve the Contractor of any obligations respecting equal employment opportunity and affirmative action in the construction industry which he would have in the absence of the foregoing.

ENCLOSURE I

I, CATHERINE A. ZAFFARANO, the Assistant Secretary of THE PORT OF NEW YORK AUTHORITY, a body corporate and politic, created by compact between the States of New York and New Jersey with the consent of the Congress of the United States, hereby certify

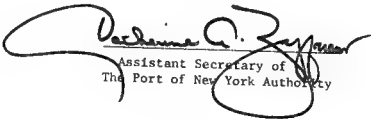
THAT annexed hereto is a true and correct transcript from the Official Minutes of a meeting of The Port of New York Authority, duly held on the 10th day of July, 1969, containing the following resolution or resolutions:

New York and New Jersey - Equal Employment Opportunities

THAT (except as hereinafter stated) it appears from the Official Minutes of The Port of New York Authority that the said resolution or resolutions were duly and unanimously adopted by the Commissioners of The Port of New York Authority and are now in full force and effect.

No exceptions.

IN WITNESS WHEREOF, I have hereunto affixed my hand and the Official Seal of The Port of New York Authority this 11th day of May, 1971.

  
Assistant Secretary of  
The Port of New York Authority



RESOLVED, that in effectuation of the policy of the two states the Executive Director be and he hereby is authorized to develop and implement programs in cooperation with the Attorney General of the State of New Jersey, Division on Civil Rights in the Department of Law and Public Safety and with the New York State Commission for Human Rights with respect to minority representation among the work forces employed under construction and maintenance contracts of The Port of New York Authority; and it is further

RESOLVED, that in connection with the development and implementation of the foregoing programs the Executive Director be and he hereby is authorized to enter into such agreements with governmental agencies as he may deem appropriate for the assistance of and participation by governmental agencies in said programs and to include appropriate provisions in contracts for such projects, said agreements and provisions to be subject to the approval as to form by General Counsel or his authorized representative.

ENCLOSURE II

NEW JERSEY STATE  
EXECUTIVE ORDER NO. 21

Whereas, From the inception of this nation the people of this country have been dedicated to the credo enshrined in the Declaration of Independence, "that all men are created equal; that they are endowed by their Creator with certain unalienable rights: that among these are life, liberty and the pursuit of happiness;"

Whereas, The Constitution of New Jersey has proclaimed these ideals guaranteeing that: "No person shall be denied the enjoyment of any civil or military right, nor be discriminated against in the exercise of any civil or military right, nor be segregated in the militia or in the public schools, because of religious principles, race, color, ancestry or national origin;"

Whereas, The New Jersey Law Against Discrimination was adopted 20 years ago "for the protection of the public safety, health and morals and to promote the general welfare... in fulfillment of the provisions of the Constitution of this State guaranteeing civil rights;"

Whereas, In accordance with the principles of fair practices, we must strive to recognize the abilities and talents of every individual, while denying to no person his rightful opportunity because of race, creed, color, religion, national origin, ancestry, age, sex or liability for service in the Armed Forces of the United States;

Whereas, This year New Jersey enters the fourth century of its history during which it is particularly fitting that we should rededicate ourselves to those ideals which have made us great and which have inspired faith in this government by peoples from far-flung ends of the earth;

Whereas, The Federal Civil Rights Act of 1964 has translated the foregoing ideals into principles of Federal law in many cases binding upon the States;

Whereas, A series of discussions and consultations with New Jersey citizens from all walks of life has made it clear that the public policy of this State would best be served by a formal codification, enumeration and updating of the broad variety of laws, policies and administrative practices on equal opportunity already in effect in New Jersey government;

Now, Therefore, I Richard J. Hughes, Governor of this State of New Jersey, by virtue of the authority vested in me by the Constitution and by the statutes of this State, do hereby adopt the following Governor's Code of Fair Practices and hereby order and direct that said Code be the governing and guiding policy of the Executive Branch of the Government of the State of New Jersey:

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## ARTICLE II. Public Contracts

Every State contract or subcontract for construction on public buildings or for other public work or for goods and services shall contain provisions barring discrimination or differential treatment in employment because of race, creed, color, religion, national origin, ancestry, age, sex or liability for service in the armed forces of the United States. Such provisions shall be substantially in the following form so as to bind and encourage fair and non-discriminatory practices.

### No Discrimination in Employment

(a) The Contractor will not discriminate against any employee or applicant for employment because of race, creed, color, religion, national origin, ancestry, age, sex, or liability for military service. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, religion, national origin, ancestry, age, liability for military service, or sex. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and the selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.

(b) The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, religion, national origin, ancestry, sex or liability for military service.

(c) The Contractor will send to each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding a notice advising the said labor union or workers' representative of the Contractor's commitments under this section, and shall post; copies of the notice in conspicuous places available to employees and applicants for employment.

(d) The Contractor will include the provisions of Par. (a) through (c) of this Section in every contract, and will require the inclusion of these provisions in every sub-contract entered into by any of its sub-contractors, so that such provisions will be binding upon each such sub-contractor, as the case may be. For the purpose of including such provisions in any construction contract or subcontract, as required hereby, the term "Contractor" and the term "Subcontractor" may be changed to reflect appropriately the name or designation of the parties of such contract or subcontract.

(e) The Contractor agrees that he will fully cooperate with the office of the Attorney General of the State of New Jersey, with any other office or agency of the State of New Jersey which seeks to deal with the problem of unlawful or invidious discrimination, and with all other State efforts in guarantee fair employment practices under this contract, and said Contractor will comply promptly with all requests and directions from the State of New Jersey or any of its officers or agencies in connection, both before and during construction.

(f) Full cooperation as expressed in clause (e) foregoing shall include, but not be limited to being a witness or complainant in any proceeding involving questions of unlawful or invidious discrimination if such is deemed necessary by any official or agency of the State of New Jersey, permitting employees of said Contractor to be witnesses or complainants in any proceeding involving questions of unlawful invidious discrimination, if such is deemed necessary by any official or agency of the State of New Jersey, signing any and all documents involved in any proceeding involving questions of unlawful or invidious discrimination, the execution of which are deemed necessary by any official or agency of the State of New Jersey, participating in meetings, submitting periodic reports on the racial aspects of present and future employment, assisting in inspection at the construction site, and promptly complying with all State directives deemed essential by any office or agency of the State of New Jersey to insure compliance with all Federal and State laws, regulations and policies against racial or other unlawful or invidious discrimination.

(g) The.....(executive head of the Department or other agency which is a party to the contract, such as the State Treasurer or the State Highway Commissioner) of the State of New Jersey shall have the sole discretion and power to declare this null and void for any material breach provision upon 10 days' notice to the Contractor. In such event the Contractor shall become liable for any and all damages which shall accrue to the State of New Jersey including but not limited to the difference between the total cost of completion and the contract price under this agreement.

The responsible officer overseeing compliance with such fair practice and non-discrimination provisions shall be the executive head of such department or other agency of the State of New Jersey as is a party to the contract. Such responsible officer shall report to the Governor on progress made and developments occurring in this area.

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TABLE 1

Minority Construction Employment  
Newark Airport  
Dec. 1, 1969 - August 31, 1971

Time Period & Classification	Foreman			Journeyman			Apprentices		
	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
12-1-69 - 12-15-69									
Tradesman	130	12	9.2	796	114	14.3	23	3	13.0
Administrative	47	--	0.0	2	--	0.0	--	--	--
Total	177	12	6.8	798	114	14.3	23	3	13.0
12-15-69 - 12-30-69									
Tradesman	64	6	9.4	426	73	17.1	9	1	11.1
Administrative	42	--	0.0	--	--	--	--	--	--
Total	106	6	5.7	426	73	17.1	9	1	11.1
1-1-70 - 1-15-70									
Tradesman	75	4	5.3	328	55	16.8	6	1	16.7
Administrative	41	--	0.0	--	--	--	--	--	--
Total	116	4	3.4	328	55	16.8	6	1	16.7
1-15-70 - 1-31-70									
Tradesman	76	7	9.2	244	59	24.2	6	1	16.7
Administrative	30	--	0.0	--	--	--	--	--	--
Total	106	7	6.6	244	59	24.2	6	1	16.7
2-1-70 - 2-15-70									
Tradesman	55	6	10.9	224	60	26.8	6	1	16.7
Administrative	28	2	7.1	--	--	--	--	--	--
Total	83	8	9.6	224	60	26.8	6	1	16.7
2-15-70 - 2-28-70									
Tradesman	77	7	9.1	435	85	19.5	7	1	14.3
Administrative	33	--	0.0	--	--	--	--	--	--
Total	110	7	6.4	435	85	19.5	7	1	14.3
3-1-70 - 3-15-70									
Tradesman	118	12	10.1	528	90	17.0	2	--	0
Administrative	45	--	0.0	1	--	0.0	--	--	0
Total	163	12	7.4	529	90	17.0	2	--	0

TABLE 1  
 Minority Construction Employment  
 Newark Airport  
 Dec. 1, 1969 - August 31, 1971

Time Period & Classification	Foreman			Journeyman			Apprentices		
	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
3-15-70 - 3-31-70									
Tradesman	57	5	8.8	371	61	16.4	2	-	0.0
Administrative	21	-	0.0	-	-	-	-	-	0.0
Total	78	5	6.4	371	61	16.4	2	-	0.0
4-1-70 - 4-15-70									
Tradesman	69	9	13.0	408	61	15.0	9	1	11.1
Administrative	35	1	2.9	-	-	-	-	-	-
Total	104	10	9.6	408	61	15.0	9	1	11.1
4-15-70 - 4-30-70									
Tradesman	90	8	8.9	538	75	13.9	12	1	8.3
Administrative	31	1	3.2	-	-	-	-	-	-
Total	121	9	7.4	538	75	13.9	12	1	8.3
5-1-70 - 5-15-70									
Tradesman	78	6	7.7	431	58	13.5	9	2	22.2
Administrative	33	2	6.1	2	2	100.0	-	-	-
Total	111	8	7.2	433	60	13.9	9	2	22.2
5-15-70 - 5-31-70									
Tradesman	83	6	7.2	525	85	16.2	10	2	20.0
Administrative	40	-	0.0	-	-	-	-	-	-
Total	123	6	4.9	525	85	16.2	10	2	20.0
6-1-70 - 6-15-70									
Tradesman	73	6	8.2	393	60	15.3	12	2	16.7
Administrative	31	-	0.0	-	-	-	-	-	-
Total	104	6	5.8	393	60	15.3	12	2	16.7
7-1-70 - 7-15-70									
Tradesman	53	-	0.0	413	60	14.5	8	2	25.0
Administrative	44	-	0.0	-	-	-	-	-	-
Total	97	-	0.0	413	60	14.5	8	2	25.0

TABLE 1  
 Minority Construction Employment  
 Newark Airport  
 Dec. 1, 1969 - August 31, 1971

Time Period & Classification	Foreman			Journeyman			Apprentices		
	Total	Minority	% Minority	Total	Minority	% Minority	Total	Minority	% Minority
7-15-70 - 7-31-70									
Tradesman	107	5	4.7	536	93	17.4	14	1	7.1
Administrative	42	1	2.4	5	-	0.0	-	-	-
Total	149	6	4.0	541	93	17.2	14	1	7.1
8-1-70 - 8-15-70									
Tradesman	89	12	13.5	547	87	15.9	12	2	16.7
Administrative	39	1	2.6	2	2	100.0	-	-	-
Total	128	13	10.2	549	89	16.2	12	2	16.7
8-15-70 - 8-31-70									
Tradesman	69	10	14.5	407	110	27.0	17	1	5.9
Administrative	42	1	2.4	2	1	50.0	-	-	-
Total	111	11	9.9	409	111	27.1	17	1	5.9
11-1-70 - 11-30-70									
Tradesman	110	10	9.1	614	100	16.3	12	-	0.0
Administrative	40	1	2.5	3	1	33.3	-	-	0.0
Total	150	11	7.3	617	101	16.4	12	-	0.0
12-16-70 - 12-31-70									
Tradesman	86	7	8.1	381	54	14.2	6	-	0.0
Administrative	32	-	0.0	3	-	0.0	-	-	0.0
Total	118	7	5.9	384	54	14.0	6	-	0.0
1-1-71 - 1-15-71									
Tradesman	74	8	10.8	343	49	14.3	7	-	0.0
Administrative	30	-	0.0	3	-	0.0	-	-	0.0
Total	104	8	7.7	346	49	14.2	7	-	0.0
1-16-71 - 1-31-71									
Tradesman	60	5	8.3	244	20	8.2	7	-	0.0
Administrative	32	-	0.0	3	-	0.0	-	-	0.0
Total	92	5	5.4	247	20	8.1	7	-	0.0

Minority Construction Employment  
Newark Airport  
Dec. 1, 1969 - August 31, 1971

Time Period & Classification	Foreman			Journeyman			Apprentices		
	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
2-1-71 - 2-15-71									
Tradesman	65	5	7.7	245	18	7.3	10	-	0.0
Administrative	31	-	0.0	2	-	0.0	-	-	-
Total	96	5	5.2	247	18	7.3	10	-	0.0
2-16-71 - 2-28-71									
Tradesman	61	6	9.8	262	23	8.8	10	-	0.0
Administrative	33	-	0.0	2	-	0.0	-	-	-
Total	94	6	6.4	264	23	8.7	10	-	0.0
3-1-71 - 3-15-71									
Tradesman	91	6	6.6	289	31	10.7	9	-	0.0
Administrative	32	-	0.0	-	-	-	-	-	-
Total	123	6	4.9	289	31	10.7	9	-	0.0
3-16-71 - 3-31-71									
Tradesman	68	8	11.8	332	59	17.8	9	-	0.0
Administrative	23	-	0.0	-	-	-	-	-	-
Total	91	8	8.8	332	59	17.8	9	-	0.0
4-1-71 - 4-15-71									
Tradesman	73	9	12.3	313	66	21.1	9	1	11.1
Administrative	38	-	0.0	-	-	-	-	-	-
Total	111	9	8.1	313	66	21.1	9	1	11.1
4-16-71 - 4-30-71									
Tradesman	84	8	9.5	315	63	20.0	13	1	7.7
Administrative	33	-	0.0	-	-	-	-	-	-
Total	117	8	6.8	315	63	20.0	13	1	7.7
5-1-71 - 5-15-71									
Tradesman	88	7	8.0	438	81	18.5	12	2	16.7
Administrative	40	2	5.0	-	-	-	-	-	-
Total	128	9	7.0	438	81	18.5	12	2	16.7



Minority Construction Employment  
Newark Airport  
Dec. 1, 1969 - August 31, 1971

Time Period & Classification	Foreman			Journeyman			Apprentices		
	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
5-16-71 - 5-31-71									
Tradesman	93	7	7.5	456	101	22.2	14	2	14.3
Administrative	45	3	6.7	-	-	-	-	-	-
Total	138	10	7.3	456	101	22.2	14	2	14.3
6-1-71 - 6-15-71									
Tradesman	89	6	6.7	442	91	20.6	18	2	11.1
Administrative	43	3	7.0	-	-	-	-	-	-
Total	132	9	6.8	442	91	20.6	18	2	11.1
6-16-71 - 6-30-71									
Tradesman	88	7	8.0	458	85	18.6	20	4	20.0
Administrative	41	3	7.3	-	-	-	-	-	-
Total	129	10	7.8	458	85	18.6	20	4	20.0
7-1-71 - 7-15-71									
Tradesman	92	10	10.9	466	95	20.4	23	5	21.7
Administrative	38	2	5.3	-	-	-	-	-	-
Total	130	12	9.2	466	95	20.4	23	5	21.7
7-16-71 - 7-31-71									
Tradesman	86	10	11.6	390	66	16.9	24	6	25.0
Administrative	32	-	0.0	-	-	-	-	-	-
Total	118	10	8.5	390	66	16.9	24	6	25.0
8-1-71 - 8-15-71									
Tradesman	69	8	11.6	341	55	16.1	22	5	22.7
Administrative	27	1	3.7	-	-	-	-	-	-
Total	96	9	9.4	341	55	16.1	22	5	22.7
8-16-71 - 8-31-71									
Tradesman	56	4	7.1	331	61	18.4	23	4	17.4
Administrative	35	4	11.4	-	-	-	-	-	-
Total	91	8	8.8	331	61	18.4	23	4	17.4

MINORITY EMPLOYMENT  
BY TRADE  
NEWARK AIRPORT

Dec. 1, 1969 - April 15, 1971

Trade	Number of Periods Reported*			Average Employment								
				Foreman			Journeyman			Apprentice		
	F	J	A	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
Asbestos	10	4	-	1	-	-	8	3	37.5	-	-	-
Bricklayers	16	22	-	2	a	a	7	2	28.6	-	-	-
Bulldozer Oper.	3	14	-	1	a	a	3	1	33.3	-	-	-
Cap., Rough & Finish	26	26	16	9	a	a	68	4	5.9	2	a	a
Cement Masons	20	20	1	3	a	a	7	1	14.3	1	-	-
Concrete Lab.	23	25	-	3	a	a	14	5	35.7	-	-	-
Dock Builders	23	23	-	3	-	-	16	1	6.3	-	-	-
Drillers	-	-	-	-	-	-	-	-	-	-	-	-
Electricians	26	26	24	6	a	a	28	3	10.7	6	1	16.7
Elevator Constr.	1	1	-	3	-	-	2	-	-	-	-	-
Engineer-Layout	11	11	-	5	1	20.0	17	1	5.9	-	-	-
Engineer-Noist.	10	11	-	2	-	-	19	1	5.3	-	-	-
Eng.-Other Equip.	22	26	-	4	-	-	34	2	5.9	-	-	-
Gen'l Laborers	26	26	-	12	5	41.7	73	41	56.2	-	-	-
Glaziers	8	6	-	1	-	-	1	1	100.0	-	-	-
Iron-Work-Orn. Iron	23	24	4	7	-	-	32	1	3.1	2	-	-
Iron Workers-Other	26	26	2	11	a	a	53	1	1.9	2	1	50.0
Marble Workers	-	-	-	-	-	-	-	-	-	-	-	-
Mason Tenders	4	6	-	1	-	-	5	1	20.0	-	-	-
Metal Lath.-Lath.	16	15	-	2	a	a	5	1	20.0	-	-	-
Metal Lath.-Concr.	2	3	-	1	-	-	2	1	50.0	-	-	-
Oilers	7	25	-	1	a	a	4	a	a	-	-	-
Painters	5	6	-	2	-	-	4	1	25.0	-	-	-

# Minority Employment

By Trade

Newark Airport

Dec. 1, 1969 - April 15, 1971

Trade	Number of Periods Reported*			Average Employment								
				Foreman			Journeyman			Apprentice		
	F	J	A	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
Pipe Coverers	20	20	2	2	-	-	3	-	-	1	-	-
Plasterers	8	8	-	1	-	-	8	2	25.0	-	-	-
Plumbers	26	26	2	5	-	-	14	-	-	2	-	-
Rodmen	3	3	-	1	-	-	3	a	a	-	-	-
Sheet Met. Works	17	23	1	2	-	-	4	a	a	1	1	100.0
Steam Fitters	25	25	19	3	-	-	11	a	a	2	-	-
Steel Erectors	4	4	1	1	-	-	6	-	-	1	-	-
Stone Cuts. & Setters	-	-	-	-	-	-	-	-	-	-	-	-
Tapers	-	-	-	-	-	-	-	-	-	-	-	-
Terrazo	-	-	-	-	-	-	-	-	-	-	-	-
Tile Setters	1	2	-	1	-	-	2	1	50.0	-	-	-
Truck Drivers	20	25	-	1	-	-	5	1	20.0	-	-	-
Wreckers	-	1	-	-	-	-	10	-	-	-	-	-
Roofers	19	19	-	2	-	-	9	-	-	-	-	-
Asphalt Lab.	4	4	-	1	1	100.0	6	5	83.3	-	-	-
Mechanics	-	6	-	-	-	-	2	-	-	-	-	-
Sprinkler Fitters	12	9	7	1	-	-	4	a	a	2	-	-
Double Load	1	1	-	1	-	-	5	-	-	-	-	-
Construction-Co-ord.	8	1	-	1	-	-	3	-	-	-	-	-
Insulators	2	1	-	1	-	-	8	-	-	-	-	-
Temp. Control	2	3	-	1	-	-	1	-	-	-	-	-
Transitman	1	1	-	2	-	-	1	-	-	-	-	-

Dec. 1, 1969 - April 15, 1971

\*There were (26) Reporting Periods between 12 '1969 - 4-15-71 -  
Not all Trades were working in each reporting period  
a = Less than 0.5

ENCLOSURE 111  
TABLE #2A

MINORITY EMPLOYMENT  
BY TRADE  
NEWARK AIRPORT

April 16, 1971 - Aug. 31, 1971

Trade

Number of Periods  
Reported\*

Average Employment

				Foreman			Journeyman			Apprentice		
	F	J	A	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority	Total	Min- ority	% Min- ority
Asbestos	4	6	-	1	-	-	1	1	100.0	-	-	-
Asphalt	3	3	-	1	a	a	8	7	87.5	-	-	-
Brick Layers	8	8	-	2	1	50.0	8	-	-	-	-	-
Bulldozer Oper.	-	8	-	-	-	-	4	1	25.0	-	-	-
Carp. Rough & Finish	9	9	8	6	-	-	25	3	12.0	2	a	a
Cement Masons	8	9	-	2	-	-	6	4	66.7	-	-	-
Concrete Labor	5	9	2	1	-	-	10	9	90.0	1	-	-
Dock Builders	7	6	-	2	-	-	14	4	28.6	-	-	-
Drillers	-	-	-	-	-	-	-	-	-	-	-	-
Electricians	9	9	9	8	a	a	45	5	11.1	10	1	10.0
Elevator Constr.	4	4	-	1	-	-	1	-	-	-	-	-
Elevator Oper.	-	-	-	-	-	-	-	-	-	-	-	-
Eng.-Oper. Equip.	9	9	-	2	-	-	30	1	3.3	-	-	-
Escalators	-	1	-	-	-	-	2	-	-	-	-	-
Gen'l. Laborers	9	9	-	11	5	45.5	66	29	43.9	-	-	-
Glaziers	6	8	-	1	-	-	2	-	-	-	-	-
Guards	-	-	-	-	-	-	-	-	-	-	-	-
Iron Workers-Orn.	9	8	6	10	-	-	54	7	13.0	4	1	25.0
Iron Workers-Other	9	9	8	11	a	a	51	4	7.8	2	1	50.0
Jet Molding	-	-	-	-	-	-	-	-	-	-	-	-
Marble Worker	-	-	-	-	-	-	-	-	-	-	-	-
Mason Tenders	7	9	-	1	a	a	1	1	33.3	-	-	-
Metal Lath.-Lathing	8	9	-	2	-	-	8	-	-	-	-	-
Metal Lath.-Conc.	1	2	-	1	-	-	1	-	-	-	-	-
Oilers	1	9	-	1	-	-	3	1	33.3	-	-	-

TABLE #2A

MINORITY EMPLOYMENT  
BY TRADE  
NEWARK AIRPORT

April 16, 1971 - Aug. 31, 1971

Trade	Number of Periods Reported*						Average Employment					
	Foreman			Journeyman			Apprentice					
	F	J	A	Total	Min-ority	% Min-ority	Total	Min-ority	% Min-ority	Total	Min-ority	% Min-ority
Painters	9	9	5	2	a	a	14	2	14.3	3	1	33.3
Pipe Coverers	6	7	-	2	a	a	3	-	-	-	-	-
Plasterers	9	9	-	2	-	-	6	1	16.7	-	-	-
Plumbers	9	9	1	3	-	-	5	a	a	1	-	-
Roofers	7	7	-	1	-	-	10	-	-	-	-	-
Sheet Metal Work	8	9	-	2	-	-	3	-	-	-	-	-
Steam Fitter	9	9	3	3	-	-	8	-	-	1	-	-
Steel Erectors	-	-	-	-	-	-	-	-	-	-	-	-
Stone Cuts & Setters	1	-	-	1	-	-	-	-	-	-	-	-
Surveyors	9	9	-	5	a	a	11	-	-	-	-	-
Tapers	-	3	-	-	-	-	12	-	-	-	-	-
Terrazo	-	-	-	-	-	-	-	-	-	-	-	-
Tile Setters	-	-	-	-	-	-	-	-	-	-	-	-
Timberman	-	-	-	-	-	-	-	-	-	-	-	-
Truck Drivers	8	9	-	1	-	-	6	1	16.7	-	-	-
Tug Boatmen	-	3	-	-	-	-	2	-	-	-	-	-
Welders	1	8	2	6	-	-	8	-	-	1	-	-
Pump Oper.	-	8	-	-	-	-	1	-	-	-	-	-
Sprinkler Fitters	9	9	-	1	-	-	3	-	-	-	-	-
Master Mechs.	-	2	-	-	-	-	1	-	-	-	-	-
Dredge Cpts.	-	1	-	-	-	-	2	-	-	-	-	-
Lead Eng.	1	1	-	1	-	-	1	-	-	-	-	-
Dredgemen	5	7	-	4	a	a	15	7	46.7	-	-	-

\* There were (9) Reporting Periods between 4-16-71 to 8-31-71.  
Not all trades were working at each Reporting Period.  
a = Less than 0.5

EXHIBIT 11A  
TABLE #3  
General Laborers as a Proportion  
of Total Minority Employment  
Newark Airport  
Dec. 1, 1969 - April 15, 1971

<u>Time Period</u>	<u>Total Minority Employment</u>	<u>Minority Group General Laborers</u>	<u>% - General Labor of Total Minority Employment</u>
12/1/69 - 12/15/69	129	71	55.0
12/15/69 - 12/31/69	80	45	56.3
1/1/70 - 1/15/70	60	48	80.0
1/15/70 - 1/30/70	67	48	71.6
2/1/70 - 2/15/70	69	46	66.7
2/15/70 - 2/28/70	93	62	66.7
3/1/70 - 3/15/70	102	70	68.6
3/15/70 - 3/31/70	66	53	80.3
4/1/70 - 4/15/70	72	42	58.3
4/15/70 - 4/30/70	85	50	58.8
5/1/70 - 5/15/70	70	41	58.6
5/15/70 - 5/30/70	93	52	55.9
6/1/70 - 6/15/70	68	33	48.5
7/1/70 - 7/15/70	62	40	64.5
7/15/70 - 7/31/70	100	60	60.0
8/1/70 - 8/15/70	104	77	74.0
8/15/70 - 8/31/70	123	86	69.9
11/1/70 - 11/30/70	112	70	62.5
12/16/70 - 12/31/70	61	42	71.7
1/1/71 - 1/15/71	57	16	28.1
1/16/71 - 1/31/71	25	17	68.0

TABLE #3  
General Laborers as a Proportion  
of Total Minority Employment  
Newark Airport  
Dec. 1, 1969 - April 15, 1971

[illegible]



General Laborers as a Proportion  
of Total Minority Employment  
Newark Airport  
April 16, 1971 - Aug. 31, 1971

<u>Time Period</u>	<u>Total Minority Employment</u>	<u>Minority Group General Laborers</u>	<u>% - General Labor of Total Minority Employment</u>
4-16-71 - 4-30-71	72	28	38.9
5-1-71 - 5-15-71	92	43	46.7
5-16-71 - 5-31-71	113	41	36.3
6-1-71 - 6-15-71	102	39	38.2
6-16-71 - 6-30-71	99	35	35.4
7-1-71 - 7-15-71	112	37	33.0
7-16-71 - 7-31-71	82	29	35.4
8-1-71 - 8-15-71	69	24	34.8
8-16-71 - 8-31-71	73	25	34.3
TOTAL	814	301	37.0

✓

APPENDIX A  
SAMPLE UNION STATEMENT

The \_\_\_\_\_ Union, being a party to a collective bargaining agreement covering workers to be employed on portions of construction at Newark Airport, in order to assure equal employment opportunity on such construction, agrees as follows:

1. It will cooperate with the Review Council, the contractors with whom it maintains a collective bargaining agreement and The Port of New York Authority and its tenants at Newark Airport with regard to the full implementation of the terms of the Affirmative Action Program for Equal Employment Opportunity for Contract NA-520.050 at Newark Airport, (hereinafter referred to as the Program).
2. It will refrain from any practice or policy which has as its purpose or effect impeding the contractor or subcontractor in meeting his affirmative action obligations under the resolution adopted by the Board of Commissioners of The Port of New York Authority dated July 10, 1969, New Jersey Executive Order No. 21, Executive Order 11246 of the President of the United States, the laws of the United States and the State of New Jersey and under the Program for Contract NA-520.050.
3. It will take such action as may be necessary with respect to the referral and employment of minority group persons in order to enable the contractor or subcontractor to meet his obligations under the Program for Contract NA-520.050.
4. It will cooperate with the Review Council in providing on-site training at Newark Airport under Contract NA-520.050.
5. It will admit to membership all minority group journeymen employed by the contractor within the time limits prescribed in the applicable collective bargaining agreement, union constitutions and by-laws.

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Signature

19

APPENDIX B  
CONTRACTORS GOALS

<u>Trade</u>	<u>Goal (in Percent)*</u>
Asphalt Workers —	30
Bricklayers —	X
Carpenters —	X
Cement Finishers —	30
Electricians —	30
Elevator Constructors —	34
Glaziers —	X
Insulators —	X
Ironworkers —	X
Lathers —	31
Operating Engineers —	X
Painters —	30
Plasterers —	X
Plumbers/Pipefitters/ Steamfitters —	X
Roofers —	X
Sheetmetal Workers —	X
Sprinkler Fitters —	X

\*The Contractor shall insert an "X" under the Goal Column to reflect that a particular trade will not be employed under Contract NA-520,050.

## sample sheet

- $\psi_{\text{con}} = \psi_{\text{inf}}^{\text{no.}} \psi_{\text{it}}^{\text{y}}$

D	1			2			3			4			5			6			
	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	
	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	MM	
Volunteer	0			0				0			2			2			2		
Painter	0			0			13	1		13	1		0	0		13	1		
Plumber	0			13	0		39	0		39	0		13	0		39	0		
House Workers	0			0			13	1		13	1		0	0		0	0		
Electricians	0			1				1			4			4			4		
Operator Eng'r	3			4			0	6		1	6			0	6			4	
Teamsters	0			0			1	0		1	0			0	6		24	5	
														0			1	0	

Note: Requirements general contractor requirements only - (does not include subcontractor requirements)

A - Appointee  
T - Trainees (See note at end  
of Appendix C)

Appendix C  
Contractor Projected Manpower Utilization  
by month  
For Contract NA - 520.050

J - Jour cyman  
M - Minority  
NM - Non-Minority

sample sheet

MONTH	7						8						9						10						11						12					
TRADE	J		T		A		J		T		A		J		T		A		J		T		A		J		T		A		J		T		A	
	M	NM			M	NM	M	NM	M	NM			M	NM			M	NM	M	NM			M	NM	M	NM			M	NM	M	NM				
Asphalt Workers			2					0						0			2				0				0					0						
Carpenter	1		1		6	6	0				6		0			6		0			0				0					0						
Laborer	2	1	0		1	3	0				1	3	0			1	3	0			0			0			0			0						
Union Workers	1	3	1		1	3	1				0	0	0			0	0	0			0			0			0			0						
Electricians			5				4						4					4					2							0						
Operating Eng'r	2	4	5		2	4	5				2	4	4			2	4	3			2	4	2						2	4	0					
Teamsters	1	1	0		1	1	0				1	0	0			1	0	0			1	0	0						1	0	0					
Note: Not first shift																																				

Appendix C  
Contractor Projected Manpower Utilization  
by month

For Contract NA - 520.050

sample sheet

MONTH	13						14						15						16						17						18					
	J		A		J		T		A		J		T		A		J		T		A		J		T		A		J		T		A			
NAME	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N	M	N			
Asphalt Workers	0					0					0				2					0					0					0						
Carpenter	0			0		0				13	1			13	1			0		0			0			0			0							
Laborer	0			13		0				39	0			39	0			13		0			0			13			0							
Iron Workers	0			0		0				13	1			13	1			0		0			0			0			0							
Electricians	0					0					2				4					1									3							
Crane Eng'r	0			0		1				41	3			44	4			3		3			0			0			3							
Steamfitters	0			1		0				11	0			11	0			10		0			10			10			0							
No Data for this sheet																																				

A - Apprentice  
T - Trainees (See note at end  
of Appendix C)

J - Journeyman  
M - Minority  
NM - Non-Minority

Appendix C  
Contractor Projected Manpower Utilization  
by month  
For Contract NA - 520.050

sample sheet

MONTH	19						20						21						22						23						24						
TRADE	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A	J	T	A				
Asphalt Workers		0			0			0			0			0			0			0			0			0				0			0				
Carpenter		0			0			0			0			0			0			0			0			0				0			0				
Laborer		0			0			0			0			0			0			0			0			0				0			0				
Iron Workers		0			0			0			0			0			0			0			0			0				0			0				
Electricians		3			1			2			0			0			0			0			0			0				0			0				
Operating Eng'r		1			3			1			0			0			0			0			0			0				0			0				
Teamsters		0			0			0			0			0			0			0			0			0				0			0				
Note: See first sheet																																					

#### APPENDIX C

NOTE - The number of Trainees and the periods during which they will be employed indicated on Appendix C is approximate since the exact number and periods will depend upon the availability of Trainees, the other manpower of the Contractor, the format of the training programs and other factors.



APPENDIX D  
FEDERAL AVIATION ADMINISTRATION  
SCHEDULES OF MINIMUM WAGE RATES  
FEDERAL-AID AIRPORT PROJECT

The following are the minimum wage rates required by the Secretary of Labor. The classifications may be supplemented and the rates for each classification may be changed from time to time in accordance with the revised rates and classifications issued by the Secretary of Labor.

U.S. DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON

DECISION OF THE SECRETARY

This case is before the Department of Labor pursuant to a request for a wage predetermination as required by law applicable to the work described.

A study has been made of wage conditions in the locality and based on information available to the Department of Labor the wage rates and fringe payments listed are hereby determined by the Secretary of Labor as prevailing for the described classes of labor in accordance with applicable law.

This wage determination decision and any modifications thereof during the period prior to the stated expiration date shall be made a part of every contract for performance of the described work as provided by applicable law and regulations of the Secretary of Labor, and the wage rates and fringe payments contained in this decision, including modifications, shall be the minimums to be paid under any such contract by contractors and subcontractors on the work.

The contracting officer shall require that any class of laborers and mechanics which is not listed in the wage determination and which is to be employed under the contract, shall be classified or reclassified conformably to the wage determination, and a report of the action taken shall be sent by the Federal agency to the Secretary of Labor. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question accompanied by the recommendation of the contracting officer shall be referred to the Secretary for determination.

Before using apprentices on the job the contractor shall present to the contracting officer written evidence of registration of such employees in a program of a State apprenticeship and training agency approved and recognized by the U.S. Bureau of Apprenticeship and Training. In the absence of such a State agency, the contractor shall submit evidence of approval and registration by the U.S. Bureau of Apprenticeship and Training.

The contractor shall submit to the contracting officer written evidence of the established apprentice-journeyman ratios and wage rates in the project area, which will be the basis for establishing such ratios and rates for the project under the applicable contract provisions.

Fringe payments include medical and hospital care, compensation for injuries or illness resulting from occupational activity, unemployment benefits, life insurance, disability and sickness insurance, accident insurance (all designated as health and welfare), pensions, vacation and holiday pay, apprenticeship or other similar programs and other bona fide fringe benefits.

By direction of the Secretary of Labor,



E. IRVING MANGER, Associate Administrator  
Division of Wage Determinations  
Wage and Labor Standards Administration

U.S. DEPARTMENT OF LABOR		REVISION NO. AM-1,711	PAGE 1
CITY OF ORANGE, FLORIDA		DATE OF REPORT AUGUST 11, 1971	
Description of Work: Publicly owned construction, including single family homes and garden type apartments up to and including 4 stories, heavy and light construction and dredging.			

# BUILDING, HEAVY, HIGHWAY CONSTRUCTION

	BASIC HOURLY RATES	FRINGE BENEFITS PAYMENTS			
		H & W	PENSIONS	VACATION	APP. TR. OTHERS
Asbestos workers	\$ 6.99	75+.01	6%	15%	.02
Boilermakers	6.35	75	9.95% 3%	10%	.01
Boilermakers' helpers	7.82	75	9.95% 3%	10%	.01
Bricklayers, cement masons-finishers, plasterers, stonemasons:					
Millburn	6.60	.20	.20		
Remainder of County	6.80	.35	.35		.02
Carpenters, Insulators:					
Millburn:					
Carpenters and insulators	8.39	.45	.50		.02
Millwrights	6.64	.45	.50		.02
Remainder of County	6.51	6%	6%		
Dock builders and piledrivermen	6.60	.75	.70+.30	.56	.02
Electricians	8.10	45+4	15+5%	10%	
Elevator constructors	7.96	.075	.125+4	b + c	
Elevator constructors' helpers	5.97	.075	.125+4	b + c	
Elevator constructors' helpers (prob.)	3.48				
Elevator constructors, modernization	7.24	.075	.125+4	b + c	
Elevator constructors, modernization helpers	5.43	.075	.125+4	b + c	
Elevator repair mechanic	6.37	.075	.125+4	b + c	
Elevator repair mechanic helpers	4.78	.075	.125+4	b + c	
Glaziers	7.05	.45	.55	d	
Ironworkers: Str., Orn., Weld.	8.60	7%	11%+6%	10%	.01
Laborers (Building):					
Millburn	5.75	.40	.40		.01
City of E. Orange - S. Orange - Maplewood Twp.:					
Laborers common	6.40	.20	.35		
Pneumatic-das-elec. tool operators, masons tenders, mortar mixers, scaffold men	6.65	.20	.35		
Remainder of County:					
Laborers, pneumatic-das-elec. tool op., masons tenders, mortar mixers, pipe-layers (concrete-clay)	6.45	.40	.30		
Laborers	5.43	.25	.35		.01
Lead burners	6.00	.15		a	.01
Line construction					
Blowers, cable splicers, line equip. op., line truck op., groundmen, welders	8.10	45+4	15+5%	10%	
Marble setters & cutters	7.40	6-1/2%	7%		
Marble setters' helpers	6.83	6-1/2%	7%		
Painters:					
Finish	8.11	.42	.43	.10	
Structural steel & tanks under 30'	6.45	.42	.43	.10	
Structural steel & tanks 30' & over	6.40	.42	.43	.10	
Bridges, TV, radio, water towers, & stacks	6.40	.42	.43	.10	

## BUILDING HEAVY & HIGHWAY CONSTRUCTION

Plumbers:					
Millburn & Short Hills	7.76	.35	.75		.05
Orange, W. Orange, E. Orange, S. Orange					
Maplewood & Livingston	8.30	.35	.75	10%	
Remainder of County	8.30	.35	.75	.60	.025
Roofers					
Composition, damp and waterproofers	6.82	.25	.20		
Slate and tile	8.05	.30	.20		
Slate and tile helpers	7.05	.30	.20		
Sheet metal workers	8.10	3%	3%	8%	
Soft floor layers	5.80	4%	3%		
Sprinkler fitters	9.47	.25	.40		.07
Stucco fitters	8.45	5%	4%		
Terrazzo workers	7.95	.43+.45	.43	10%	
Terrazzo workers' helpers	6.98	.43+.45	.43		
Terrazzo workers' machine operator	7.13	.43+.45	.43		
Tile setters	6.18	4%	4%	2%	

Welders - receive rate prescribed for craft performing operation to which welding is incidental.

### PAID HOLIDAYS:

A-New Year's Day; B-Memorial Day; C-Independence Day; D-Labor Day; E-Thanksgiving Day; F-Christmas Day.

### FOOTNOTES:

- Employer contributes \$7.00 per day to Annuity Fund.
- Holidays: A through F, Lincoln's Birthday, Washington's Birthday, Columbus Day, Election Day, Armistice Day.
- Employer contributes 6.4% basic hourly rate for 5 years or more of service or 4.7% basic hourly rate for 6 months to 5 years of service as Vacation Pay Credit.
- One week vacation after one year's work; two weeks vacation after a year's work; 3 weeks vacation after 15 year's work.
- Holidays: A through F, Washington's Birthday and Good Friday, providing employee has worked 45 full days during the 120 calendar days prior to the holiday, and the regular scheduled work days immediately preceding and following the holiday.
- Employer contributes 1% to Temporary Disability Fund.

## HEAVY &amp; HIGH-RISE CONSTRUCTION

Laborers.  
Pl. men  
Shovelers, rammer, paver and grinders  
Scaffold men  
Shoemen  
Sewer setters  
Tradesmen  
Sewer pipe, conduit & duct line  
Layers  
Vagon drill op., & drill masters  
Vagon drill op., helper & drill  
master helper  
Jackhammer, chipping hammer,  
pavement breaker, power bumps,  
concrete cutter, asphalt cutter,  
sheet hammer & tree cutter op.,  
and such other power tools used to  
perform work usually done manually  
by laborers  
Signal man  
Wrapping & coating of all pipe  
Concrete laborers, laborer & laborers,  
railroad track laborers, cross  
timbers on old switch work, flagmen,  
salamander tender, pithers & dumpmen  
New Co. 100 ft. x 100 ft. pit

## PAID HOLIDAYS:

A-New Year's Day; B-Memorial Day; C-Independence Day; D-Labor Day; E-Thanksgiving Day;  
F-Christmas Day.

## Footnote:

a. Holidays: A through F; Washington's Birthday; Armistice Day; Presidential Election Day; (providing employee works 3 days for the same employer within a period of 10 working days consisting of 5 working days before and 5 working days after the day upon which the holiday falls).

FRINGE BENEFITS PAYMENTS	FRINGE BENEFITS PAYMENTS				
	H & V	PENSIONS	VACATION	APP. TR.	OTHER
0.00	.26	.14	a		
5.05	.26	.14	a		
5.10	.26	.14	a		
5.15	.26	.14	a		
5.20	.26	.14	a		
5.25	.26	.14	a		
5.30	.26	.14	a		
5.35	.26	.14	a		
5.40	.26	.14	a		
5.45	.26	.14	a		
5.50	.26	.14	a		
5.55	.26	.14	a		
5.60	.26	.14	a		
5.65	.26	.14	a		
5.70	.26	.14	a		
5.75	.26	.14	a		
5.80	.26	.14	a		
5.85	.26	.14	a		
5.90	.26	.14	a		
5.95	.26	.14	a		
6.00	.26	.14	a		
6.05	.26	.14	a		
6.10	.26	.14	a		
6.15	.26	.14	a		
6.20	.26	.14	a		
6.25	.26	.14	a		
6.30	.26	.14	a		
6.35	.26	.14	a		
6.40	.26	.14	a		
6.45	.26	.14	a		
6.50	.26	.14	a		
6.55	.26	.14	a		
6.60	.26	.14	a		
6.65	.26	.14	a		
6.70	.26	.14	a		
6.75	.26	.14	a		
6.80	.26	.14	a		
6.85	.26	.14	a		
6.90	.26	.14	a		
6.95	.26	.14	a		
7.00	.26	.14	a		
7.05	.26	.14	a		
7.10	.26	.14	a		
7.15	.26	.14	a		
7.20	.26	.14	a		
7.25	.26	.14	a		
7.30	.26	.14	a		
7.35	.26	.14	a		
7.40	.26	.14	a		
7.45	.26	.14	a		
7.50	.26	.14	a		
7.55	.26	.14	a		
7.60	.26	.14	a		
7.65	.26	.14	a		
7.70	.26	.14	a		
7.75	.26	.14	a		
7.80	.26	.14	a		
7.85	.26	.14	a		
7.90	.26	.14	a		
7.95	.26	.14	a		
8.00	.26	.14	a		
8.05	.26	.14	a		
8.10	.26	.14	a		
8.15	.26	.14	a		
8.20	.26	.14	a		
8.25	.26	.14	a		
8.30	.26	.14	a		
8.35	.26	.14	a		
8.40	.26	.14	a		
8.45	.26	.14	a		
8.50	.26	.14	a		
8.55	.26	.14	a		
8.60	.26	.14	a		
8.65	.26	.14	a		
8.70	.26	.14	a		
8.75	.26	.14	a		
8.80	.26	.14	a		
8.85	.26	.14	a		
8.90	.26	.14	a		
8.95	.26	.14	a		
9.00	.26	.14	a		
9.05	.26	.14	a		
9.10	.26	.14	a		
9.15	.26	.14	a		
9.20	.26	.14	a		
9.25	.26	.14	a		
9.30	.26	.14	a		
9.35	.26	.14	a		
9.40	.26	.14	a		
9.45	.26	.14	a		
9.50	.26	.14	a		
9.55	.26	.14	a		
9.60	.26	.14	a		
9.65	.26	.14	a		
9.70	.26	.14	a		
9.75	.26	.14	a		
9.80	.26	.14	a		
9.85	.26	.14	a		
9.90	.26	.14	a		
9.95	.26	.14	a		
10.00	.26	.14	a		

## Laborers, Asphalt

## Streets.

## Head makers

Rakers  
Tampers and smoothers, kettlemen,  
painters, top shovelers, and  
roller boys

## Plant:

Scale mixer and burner men  
Feeders and dust men

## PAID HOLIDAYS:

A-New Year's Day; B-Memorial Day; C-Independence Day;  
D-Labor Day; E-Thanksgiving Day; F-Christmas Day.

## FOOTNOTES:

a. Holidays: A through F; Washington's Birthday; Armistice Day;  
Presidential Election Day; (providing an employee  
works or is available for work 3 days in the work  
week in which the holiday falls).

FRINGE BENEFITS PAYMENTS	FRINGE BENEFITS PAYMENTS				
	H & V	PENSIONS	VACATION	APP. TR.	OTHER
5.00	.36	.36	a		
4.85	.36	.36	a		
4.60	.36	.36	a		
4.05	.36	.36	a		
4.60	.36	.36	a		

NOTICES

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## "DECK AND HEAVY" CONSTRUCTION.

MAN OPERATOR  
 In (all types), scoop  
 (and to shovel), back hoe  
 (a) including all combination  
 hoe, (b) draglines, keystone shovel,  
 excavator or truck crane (all types),  
 crawler crane, gantry crane, derrick,  
 (and floating), pile driver (length  
 of boom including "cut head" or length  
 of leads from pinhead to cut head shall  
 determine premium rate), concrete  
 paving machines, central power plants  
 (all types), engine, large diesel,  
 (1020 h.p.) and staging pump, elevator  
 grader, trench machines (all types),  
 gradall, cherry picker or any similar  
 type machine when used as a substitute  
 for crane, front end loaders or aerial  
 type machines (when used as shovel or  
 crane), air compressor (2 or 3 in battery),  
 or any other such similar heavy type  
 powered equipment, hoist or similar  
 type loader equipped with grizzly or  
 shaker screen, automated batch plant  
 operator, central mixing plant, asphalt  
 spreading machine, automated asphalt  
 plant engineer, boltcrete spreader  
 machine, bridge finishing machine,  
 concrete belt machine, dual (d-s) bul-  
 dozing machine, c.m.i. (placer-spreader),  
 c.m.i. (slip form paver), c.m.i. (auto-  
 grader machine), road finishing machine  
 (similar to c.m.i.), carryalls, pans,  
 scrapers, le tounrou, ukes, du's and  
 similar machine whether self-loaded or  
 externally loaded (when in dual or  
 triple tandem)  
 Concrete breaking machines, boring and  
 drilling machines, post hole digger,  
 tableways, cherry pickers, economizer,  
 fork lift, (shio, full, hyter and similar  
 type equipment), side booms, winch  
 trucks (hoisting), heater planer, "A"  
 frames and winch trucks (hoisting),  
 welding machines, gasoline or electric  
 converters of any type and all dual  
 purpose trucks used on the construction  
 job site or in the loading or unloading  
 of materials at the construction job site  
 or in conjunction with the job site

RUC 1-1-1 DAYS	FRINGE BENEFITS PAYMENTS			
	H & W	PLANS	VACATION	APP TR
9.50	102+72	72		
5.05	102+72	72		

## BUILDING AND HEAVY CONSTRUCTION

## POWER EQUIPMENT OPERATORS

Hoists: all type hoists, shall also  
 include steam, gas, diesel, electric  
 air, hydraulic, single and double drum,  
 concrete, brick, shaft caisson, conveyor,  
 tugger and house cars or any other similar  
 type hoisting machines, portable or  
 stationary, hoists (all types), concrete  
 tower hoist, shaft hoist (including  
 automatic cage hoist), caisson hoist  
 (open or closed), belt, conveyor system,  
 elevator hoist (freight or passenger),  
 conveyor, ladders (autoraised) ladder,  
 house cars and all elevators, permanent  
 or temporary or any other similar type  
 machines where used for hoisting any  
 materials, including building material,  
 furniture of office equipment or tools  
 and equipment for any other craft.  
 Carryalls, pans, scrapers, uke's in  
 tounrou, du's and similar type machines  
 whether self loaded or externally loaded  
 Asphalt plant (manually operated),  
 boilers (irrespective of their use),  
 concrete pump, concrete finishing  
 machines, dumpsters, pavers, locomotive,  
 post hole digger, mixer (except paving),  
 rollers, all type mulching  
 machines, seeding machine operator, seamen  
 pulverizing machine, wellpoint systems  
 including the installation thereof,  
 cutting and bending machine-single,  
 concrete finishing machines, concrete  
 vibrators, leveling machines, portable  
 generators, gas buggies, power saws,  
 concrete saws, concrete bump grinding  
 machine, tube finishing machines,  
 broom machine with spray (concrete),  
 plaster mixers connected with pumps and  
 used simultaneously to mix and propel  
 wet plaster (from the outside of the  
 building to the interior) depending on  
 the location of the equipment being used  
 giraffe grinders, hoppers, silos,  
 hopper doors (autoraised)  
 Air compressor (single), portable light  
 generator, nelson or any type heaters  
 (including tank type containers), all  
 types of temporary heat including  
 propane, natural gas or flow type,  
 furnace, pump, (single), temporary  
 heating plants, welding machine-gas-  
 oil or electric converters of any  
 type-single, compressor and blower

BASIC  
HOURLY  
RATES

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## FRINGE BENEFITS PAYMENTS

H & W	PLANS	VACATION	APP TR	OTHER
8.45	102+72	72		
8.65	102+72	72		
7.45	102+72	72		

14886

NOTICES

### HIGHWAY, ROAD, STREET, SEWER AND PIPE LINE CONSTRUCTION

**POWER EQUIPMENT OPERATORS:**

All types, including all combinations of power sources, cranes, (all types-including overhead cranes) (concrete) paving machines, (all types), engines (large diesel) (60 hp) and staging equipment, front loaders, (over) (5 yds. & over), crawler machine, pavers (21 ft.), paver (seasonal, Bryant), concrete spreading & finishing machines, shovels, trench machines

"M" frame boring & drilling machines, cableways, carryalls, cherry pickers (6 tons and under), conveyors (ft. & over), economizers (tidle low loss tankless type), equipment), fork lifts, front loaders (2 yds. but less than 5 yds.), backhoes (over 5 yds.) (all types), panse-low tourneau-MW's, pumpcrete machines (regardless of size), pumpcrete trucks, scrapers (low tourneau-MW's-KWS), side booms, winch trucks (hoisting)

**Compressors (2 or 3 in battery)**

**Asphalt spreaders, asphalt plant engineer, hand bending machine (power), batchers, belt conveyor systems, dampers (railroad), compressor & pumps (air), concrete (independently or mounted on dual purpose trucks, on job site or in conjunction with job site), in loading & unloading of concrete, concrete curing compound, concrete, or similar type materials, concrete breaking machines, concrete pump trucks, concrete finishing machines, asphalt curbing machines, asphalt vibrator, concrete vibrators, conveyors under concrete, concrete spreaders-Metallic-Hydraulic & pneumatic, concrete machines, front loaders (1 yds. & over but less than 2), gangster, graders,**

BASIC SALARY RATES	FRINGE BENEFITS PAYMENTS				
	H Q W	PENSIONS	VACATION	APP. TR.	OTHERS
9.50	10% + 7%	7%	a		
8.65	10% + 7%	7%	a		
7.95	10% + 7%	7%	a		

# HIGHWAY, ROAD, STREET, SEWER AND PIPE- LINE CONSTRUCTION (Cont'd)

## POWER JOINTMENT OPERATORS:

petrols, Giraffe grinders, grumite machines (excluding nozzle), hoppers, hypper doors (power operated), mixers (except paving mixers), motor petrols & graders, pitch pump, dope coat (mechanical) with or without pump, dumpsters, pavers (under 21E), post hole diggers, pumps (4" suction & over), pump (2 of less than 4" suction), locomotives (irrespective of their use), pipe bending machines (power), pumps, diesel engine & hydraulic (material of power), rollers (high grade finish), rod bending machine (power), steam jennies & boilers (irrespective of their use), stream pulverizing mixer, skimmer machines (boom type), silos, scales, power, temporary heating plant, heaters (Wilson or other type, including propane) vibrating plants (used in conjunction with unloading), well point systems, compressor (single), pumps (4 in. suction & 2 of less than 4 in. suction), welding machines, gas or electric converters of any type (2 or 3 in battery), fine grade machine (large type)

## Welder and repair mechanics

Welding machines, gas or electric converters of any type (single)

Broom & sweepers, bulldozers (DB & over), stone spreaders, sprinkler & water pump trucks (used on job site or in conjunction with job site), sweepers & brooms, tractors (DB & over), water & sprinkler trucks (used on job site or in conjunction with job site), firemen

## Front loaders (under 1 yard)

Bulldozers (under DB), rollers-grade mill or stone base, graders (under 10)

DATE HOLIDAY DAYS	FRINGE BENEFITS PAYMENTS				
	H & W	PENSIONS	VACATION	APP. TR.	OTHERS
	7.85	10 + 7%	7%	a	
	7.70	10% + 7%	7%	a	
	7.25	10% + 7%	7%	a	
	7.65	10% + 7%	7%	a	
	7.50	10% + 7%	7%	a	
	7.30	10% + 7%	7%	a	

# HIGHWAY, ROAD, STREET, SEWER AND PIPE- LINE CONSTRUCTION (Cont'd)

## POWER EQUIPMENT OPERATORS:

Concrete spreaders (small type), conveyor loaders (not including elevator graders), farm tractors, fertilizing equipment, fine grade machine (small type), form line graders (small type), gas, grease & oil supply truck sets, mixers, concrete (small) mulching equipment, road finishing machines (small type), seeding equipment, tamper, vibrating self-propelled

## (Giller)

## WATER OPERATIONS:

On all power boats used in conjunction with pipeline, river crossings and all types of construction work: Captain - Tug master Dockhand

## PAYD HOLIDAYS:

A-New Year's Day; B-Memorial Day; C-Independence Day; D-Labor Day; E-Thanksgiving Day; F-Christmas Day.

## FOOTNOTES:

a. Holidays: A through F; Washington's Birthday; Veterans' Day; Presidential Election Day.

DATE HOLIDAY DAYS	FRINGE BENEFITS PAYMENTS				
	H & W	PENSIONS	VACATION	APP. TR.	OTHERS
	6.90	10% + 7%	7%	a	
	6.60	10% + 7%	7%	a	
	7.80	10% + 7%	7%	a	
	6.30	10% + 7%	7%	a	

SIC SECTION

Power Equipment Operators:

Crane and derrick (land or floating), with boom (including jib), less than 160'

Crane and derrick (land or floating), with boom (including jib), 160' and over

A-frames, cherry pickers, elevators, permanent or temporary or any other hoisting machine regardless of water power, fork lifts, hoist, house cars, side booms

Air compressors (2 or 3 in battery), welding machines (gasoline or electric) converters of any type, 2 or 3 in battery multiple welders

Air compressors single, welding machines (gasoline electric converter of any type, single)

Firmen

Olives

Water Operations:

On all power boats used in conjunction with pipe line, river crossings and all types of construction work:

Captain, tugmaster

Deckhand

Paid Holidays:

A-New Year's Day; B-Memorial Day; C-Independence Day; D-Labor Day; E-Thanksgiving Day; F-Christmas Day.

Footnotes:

- a. Holidays: A through F; Washington's Birthday; Veteran's Day and Presidential Election Day.

BASIC HOURLY RATES	FRINGE BENEFITS PAYMENTS				
	H & W	PERSONS	VACATION	APP. TR.	OTHERS
\$ 10.30	107+7%	7%	a		
11.10	105+7%	7%	a		
9.65	108+7%	7%	a		
8.60	105+7%	7%	a		
7.85	105+7%	7%	a		
7.65	105+7%	7%	a		
7.00	102+7%	7%	a		
8.05	102+7%	7%	a		
6.95	101+7%	7%	a		

BUILDING, HEAVY & HIGHWAY CONSTRUCTION:

Truck drivers:

Winch trailers

Excavator, International Harvesters, Nabors, Caterpillar, Farming, tractors and wagons, dumpers, straight, bottom rear and side dump (not self-loading), loading over the top

Tractor and trailer type - flat, floats, 1-burn, low beds, water sprinkler, bituminous, transmit-six, road oil, fuel, bottom dump, hopper, rear dump, office shanty, epoxy, asphalt, agitator mix, mulching, stringer, seeding, fertilizing, pole, spread, bituminous distributor and similar types

Straight three-axle materials

Straight dumps, flats, floats, pickups, container haulers, fuel, water sprinkler, road oil, stringer base and hot pass, bus, dumpers, transit-mixers, agitator mix, half-trunk, wheel, side-swing, dynamite, power, foray, welding, add, jeep, station wagon stringer, A-frame, all dual purpose, mechanical tail gates, batch, seeding, mulching, fertilizer, air compressor trucks (in transit), parts chaser, escort, scissor, hi-lift, telescopic, concrete breaker, gin pole, stone, sand, asphalt distributor, spreader and nipper, hopper, Feighill cat, tar epoxy, little-end bituminous distributor, slurry seal, Thielke trochometer pick-up, (swamp cat pick-up), bucket loader dump, rubber tired tractor trucks and similar types, mechanic

Mechanic's helper

Footnotes:

- a. Employer contributes \$59.60 per month to Health and Welfare.  
b. Employees worked or received pay: 85 days within a year - 1 full week Vacation; 130 days - 2 full weeks Vacation; 150 days - 15 full days vacation; and 15 years of service or more who has worked or received pay for 150 days - 4 weeks vacation.

BASIC HOURLY RATES	FRINGE BENEFITS PAYMENTS				
	H & W	PERSONS	VACATION	APP. TR.	OTHERS
\$5.33	a	.40	b		
5.23	a	.40	b		
5.23	a	.40	b		
5.13	a	.40	b		
5.03	a	.40	b		
4.85	a	.40	b		

NOTICES





COMPLIANCE STATEMENT

The Bidder shall complete the following statement by checking the appropriate boxes.

The Bidder has ☐ has not ☐ participated in a previous contract subject to the nondiscrimination clause prescribed by Executive Order 11246 dated September 24, 1965.

The Bidder has ☐ has not ☐ submitted compliance reports in connection with any such contract as required by all applicable instructions.

If the Bidder has participated in a previous contract subject to the nondiscrimination clause and did not submit compliance reports as required by applicable instructions, the bidder must furnish evidence that the deficiency has been corrected.

Signed \_\_\_\_\_ Name

\_\_\_\_\_ Title

\_\_\_\_\_ Company

\_\_\_\_\_ Address

\_\_\_\_\_

\_\_\_\_\_ Name

\_\_\_\_\_ Title

\_\_\_\_\_ Company

\_\_\_\_\_ Address

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